

## DELAWARE EQUAL PAY

Nationally, women earn 80% of men's median earnings. The wage gap for all [#DelawareWomen](#) is narrower; in the First State, women can expect to be paid 86% of men's median earnings.<sup>1</sup>

However, we know that this gap isn't the same for **ALL** women. Women of color face a significantly larger pay gap,<sup>2</sup> as compared to their white female counterparts.



## DELAWARE LAWS COMBATTING THE WAGE GAP

Over the last few years, **Delaware has taken meaningful steps to reduce the gender wage gap** by:

- ✓ Prohibiting employers from inquiring into an applicant's compensation history (HS 1 for HB 1, 149<sup>th</sup> General Assembly).
- ✓ Requiring that employers receiving contracts from the State shall certify in that contract that, in addition to already mandated fair business practices, the contractor shall ensure that its employees receive equal pay for equal work without regard to sex (HB 3, 148<sup>th</sup> General Assembly).
- ✓ Banning wage secrecy by making it an unlawful employment practice for an employer to require an employee to not disclose his or her wages (HB 314, 148<sup>th</sup> General Assembly).
- ✓ Expressly prohibiting employers from taking adverse employment action against an individual based on his or her reproductive health care decisions (HB 316, 148<sup>th</sup> General Assembly).
- ✓ Prohibiting discrimination in employment based upon an individual's caregiving responsibilities, and ensuring that Delaware workers with responsibilities for child care, elder care, or both, receive equal employment opportunities and are protected from discrimination in the workplace (HB 317, 148<sup>th</sup> General Assembly).
- ✓ Increasing the minimum wage in Delaware to \$9.25 by October 2019 (SB 170, 149<sup>th</sup> General Assembly).
- ✓ Providing 12 weeks of paid parental leave for eligible state employees, mothers and fathers (HB 3, 149<sup>th</sup> General Assembly).

## SALARY NEGOTIATION WORKSHOPS

In spring 2019, the Office of Women's Advancement & Advocacy (OWAA) and the Delaware Women's Workforce Council, in partnership with local community organizations, will launch four salary negotiation workshops. These free "Work Smart" workshops will feature trainers from the American Association of University Women (AAUW), and will take place throughout the state. Participants in the workshops will gain the skills and confidence they need to successfully negotiate their salary and benefits packages. For more information, email us at [DelawareWomen@delaware.gov](mailto:DelawareWomen@delaware.gov).

<sup>1</sup> "The Simple Truth about the Gender Pay Gap." AAUW, [www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/](http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/).

<sup>2</sup> U.S. Census Bureau, American Community Survey (ACS) 2013-2017 5 year estimate